



JENNIFER M. GRANHOLM
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LABOR & ECONOMIC GROWTH
LANSING

KEITH W. COOLEY
DIRECTOR

Senate Bills 457-462 and 465 (As Introduced)

Topic: Employment
Sponsor: Senators Jacobs, Whitmer, Anderson, Basham, Scott, Cherry, and Barcia
Co-sponsors: Senators Gleason, Switalski, Clark-Coleman, Hunter, Prusi, Brater, Olshove, Clarke, Thomas, and Schauer
Committee: Senate Commerce and Labor

Date Introduced: April 26, 2007

Date of Summary: May 10, 2007

The bill creates several new acts to prohibit employers from making employment decisions based on the following:

- Engaging in lawful activity off the premises during non-work hours,
- A person's body type, degree of physical fitness, or other physical characteristic,
- A known or believed illness or health condition of a member of an employee's family,
- Membership in a lawful organization or advocacy group,
- Credit history,
- Family status,
- Firearm ownership.

The bills make exceptions for specific reasons. For instance, the credit history prohibition does not apply if there is an established bona fide occupational requirement. A similar exception would be created for body type, physical fitness, and other physical characteristics, where there is a bona fide occupational requirement or employee activity and responsibility would be limited. Inquiries may be made into health related issues to verify use of sick leave and for processing a health coverage claim.